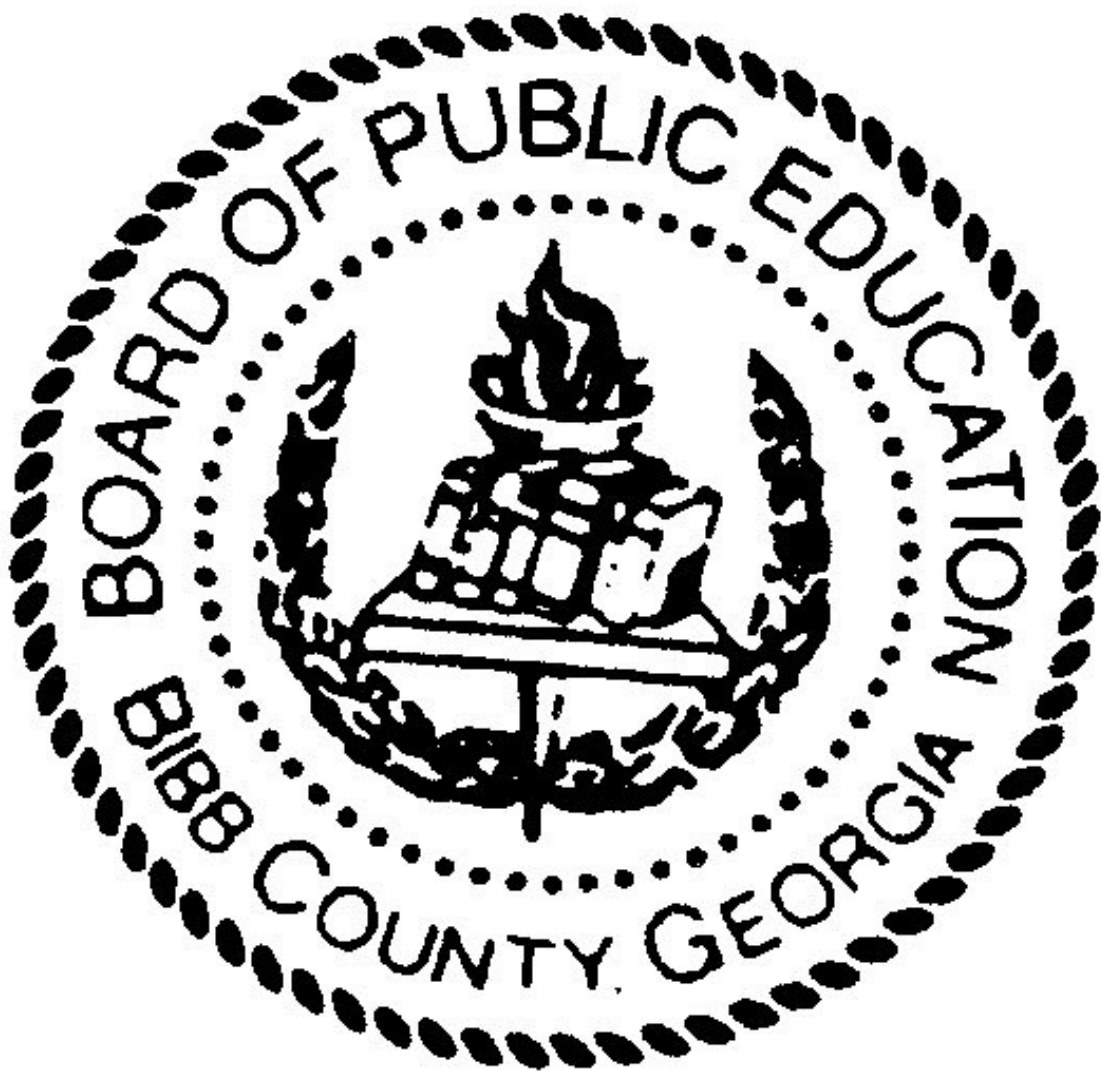


The Board Brief

June 20, 2024



The Board Brief

The Board Brief newsletter is a summary of the information presented and actions taken at Bibb County Board of Education meetings for Bibb County School District in Macon, Ga. Review meeting agendas, district policies, Board member contact information and more on Simbli at

<https://simbli.eboardsolutions.com/Index.aspx?S=4013>.

Actions

Board Approves FY 2025 Budget Adoption

On Thursday, June 20, the Board of Education voted to approve the final adoption of the Superintendent's FY 2025 Recommended Budget, which includes support of the identified FY 2025 Budget Priorities of Literacy and Readiness, Engagement, Capacity and Retention, and School Improvement.

A significant priority in the FY 2025 Recommended Budget is to support recruitment and retention efforts as the Bibb County School District continues to compete with surrounding counties in the challenging hiring market. Certified teachers will receive a 2% raise plus the State-mandated salary increase of \$2,500. All classified staff will receive a 5% raise. Custodial staff will receive an additional State-supported supplement of \$1,000 for the 2024-2025 school year. Some BCSD classified staff positions with *significant* salary gaps in comparison to other districts – paraprofessionals, bus drivers, groundskeepers, school resource officers, and school nutrition assistants – will receive an additional 5% raise, for a total 10% raise. Identified leadership positions will receive an additional 2% increase.

Some considerations impacting the FY 2025 Recommended Budget bottom line include the need to maintain some resources and supports that have been funded by ARP/CARES, which is set to end in Fall 2024. Following a program and resource audit, which included input from principals, the Bibb County School District will reallocate funding to maintain some curricular resources and supplemental materials currently funded by ARP/CARES.

In order to prioritize school improvement in support of Macon-Bibb County's continued growth efforts, the Bibb County School District will add or retain some positions in support of Teaching and Learning and School Improvement. Examples include additional teacher allotments based on student enrollment projections, Project AWARE and mental health support staff, and Dean of Student positions for Tier 4 Schools.

While the Bibb County School District is set to receive additional funding in QBE and equalization, the District also faces mandated increases in health insurance and retirement contribution costs per employee. To help offset these costs, the District has identified a reduction in operational expenditures by an estimated 10%.

Total revenues and transfers in for all funds total \$378.2 million and total expenditures and transfers out total \$388.4 million. Projected ending fund balance for all funds being budgeted total \$115.9 million.

Public Hearings on the FY 2025 Recommended Budget were held June 11 and June 20. Proposed millage rate options will be presented at the July 18 Board of Education meeting as previously scheduled in the approved budget calendar.

[Click here](#) to review the FY 2025 Recommended Budget presentation. [Click here](#) to see the action item for the approval of the FY 2025 Recommended Budget.



Message from the Superintendent

Message from the Superintendent - June 17, 2024 by Bibb Schools | This newsletter was created with Smore, an online tool for creating beautiful newsletters for individual educators, schools and districts

secure.smore.com

Dr. Sims Facebook Live about Budget & Summer Programs

MESSAGE

FROM
DR. SIMS



HELPFUL FACTS ON BCSD'S PROPOSED FY 2025 BUDGET

OUR COSTS

- BCSD has mandated costs that are not fully funded by the State. These costs include salaries, health insurance and retirement contributions. Mandated increases take away from the available fund balance. Total mandated costs for FY 2025 are approximately \$4 million higher than FY 2024.
- Healthcare costs incurred by the District will increase by 86% between FY 2024 and FY 2026 for each participant. The State does cover these costs for earned positions, but the unfunded portion will cost the District an additional \$7.74 million annually once the increase is fully implemented by the State in FY 2026.
- BCSD continues to respond to significant inflationary costs across the organization.

- BCSD has identified approximately \$2.8 million in cuts through departmental adjustments and program audits. The District will continue to assess opportunities for further savings, but not at the expense of the needs of the organization in service to our students.
- ARP, CARES, and ESSER funding will sunset in September 2024. This funding represents millions of dollars no longer available to meet the District's needs, but the needs still exist. BCSD will continue funding resources/supports from previously available funding (Federal, Local and Grant-funded options).

OUR CUTS

OUR FUTURE

- BCSD students are still experiencing the impacts from COVID, including increased social and emotional/mental health needs. To continue supporting the whole child, BCSD will allocate available funding in service to critical needs.
- BCSD salaries continue to hover below average salaries when compared to similar districts and State averages. These below average salaries represent teachers, leaders and support professionals. The proposed budget implements salary increases across the board in response to a competitive market.
- During the 2024-25 school year, BCSD will collaborate with experts and engage the community to evaluate the long-range facilities plan along with related data to determine school consolidation needs. Plans will lead to decisions for the FY 2026 budget and school year.

Personnel Actions Approved

On Thursday, June 20, Board members approved various personnel items. To view personnel items, [click here](#).

Board Members Approve Renewal of TPG Cultural Exchange Contract

Board members approved the renewal of the contract with TPG Cultural Exchange for the 2024-2025 school year to provide the District with access to highly qualified teacher candidates for an amount not to exceed \$229,950. This would extend the previous term by one year. The funding source is the FY25 General Fund Budget.

In May 2021, a three-year contract with TPG was approved. TPG sources certified international teachers using their J1 Visa Program. There are currently 21 TPG international teachers under contract for the 2024-2025 school year. This extension would allow the District to be able to keep these highly qualified teachers through the end of their J1 visa eligibility. To view more information, [click here](#).

Board Approves Contract Renewal with Intalage

Board members approved the renewal of the contract with Intalage for an amount not to exceed \$294,500 for the 2024-2025 school year to provide the District with access to highly qualified teacher candidates. This would extend the previous term by one year. The funding source is the FY25 General Fund Budget.

In June 2021, a three-year contract with Intalage was approved. Intalage sources certified international teachers using their J1 Visa Program. There are currently 31 Intalage teachers working in the District. This extension would allow the District to be able to keep these highly qualified teachers through the end of their J1 visa eligibility. The District pays a fee of \$9,500 to Intalage for each teacher hired. To view more information, [click here](#).

Gallup Strengths Leadership Contract Renewed for 3rd Year

Board members authorized the District to enter into a one-year renewal for the third year of its Gallup contract. This is for implementation for the 2024-2025 school year, not to exceed \$170,238, and funded from General Funds. By renewing this contract, the District will sustain and expand the positive impacts of the strengths-based culture, ensuring that all employees are equipped to contribute their best in leading, teaching, and learning. This aligns with the District's strategic goals and is a critical investment in the long-term success of students and staff.

Gallup, leading global research, and analytics firm has been instrumental in advancing the Bibb County School District's strategic goals by enhancing employee engagement and leveraging individual strengths in leadership, teaching, and learning. Over the past two years, Gallup's initiatives have significantly contributed to creating a culture where educators are empowered to utilize their strengths, leading to notable improvements in employee engagement, wellbeing, and student outcomes. To view more information, [click here](#).

BCSD to Continue Districtwide Implementation of Leader in Me

Board members authorized the District to fund Leader In Me programming for the 2024-2025 school year. This will cost \$353,000, which will come from General funds. To view more information, [click here](#).

As a way to address culture and climate, the Bibb County School District began the implementation of Leader In Me in 2015, with two schools piloting the initiative. This initiative began with partnerships with the Greater Macon Chamber of Commerce, the United Way of Central Georgia and OneMacon Business Education Partnership (BEP).

LIM is recognized by Collaborative for Academic, Social, and Emotional Learning (CASEL) as an evidence based SEL program, which has been implemented in all 33 elementary, middle and high schools in the Bibb County School District. Twelve schools have received Lighthouse Status, which is evidence that schools have produced outstanding results in school and student outcomes, by implementing the process with fidelity and excellence.

Step Up to Writing Contract Approved

Board members authorized the purchase of the Step Up to Writing materials and professional development for use during the 2024-2025 school year. Step Up to Writing is a systematic and explicit approach to teaching all aspects of writing to students by breaking each aspect into smaller steps. The program provides a wide range of strategies - from basic foundational strategies to more advanced strategies. This will cost \$176,000, which will come from General funds. To view more information, [click here](#).

Amira Contract Renewed to Support Literacy

Board members authorized the purchase of Amira for use during the 2024-2025 school year. Amira Learning provides 1:1 reading tutoring, oral reading fluency assessment, and dyslexia risk screening for students in grades K-5. Amira listens while a student reads aloud, recording the session and generating a running record free of subjective errors and testing biases. This will cost \$253,000 from General funds. To view more information, [click here](#).

Board Members Renew i-Ready Mathematics Contract

Board members approved the purchase of i-Ready mathematics to be implemented during the 2024-2025 school year. i-Ready Mathematics is a research-based comprehensive mathematics program that connects diagnostic data and personalized instruction to accelerate students' math achievement. It provides clear reports with actionable data that gives teachers a foundational understanding of students' strengths and areas of need. i-Ready also supports teachers with resources for remediation and reteaching at the individual, small group, and whole class levels of instruction. The cost will be \$378,044.86 and will come from General funds. To view more information, [click here](#).

Voyager Passport Intervention Curriculum Renewed

Board members approved the renewal of the Voyager Passport intervention curriculum to be implemented with K-5 Early Intervention Program (EIP) students during the 2024-2025 school year. Voyager Passport is a research-based intervention curriculum designed to provide comprehensive, explicit, and systemic reading instruction. During daily 45-minute lessons, students receive explicit instruction in all five essential components of reading: phonemic awareness, phonics, comprehension, fluency, and vocabulary. This will cost \$242,568, which will come from General funds. To view more information, [click here](#).

TeachTown Curriculum Contract Approved

Board members approved the purchase of the Jigsaw Learning DBA Teachtown enCORE Curriculum for use in Access classes. This will be utilized by the Program for Exceptional Children (PEC) Department at a cost of \$414,128.15 paid for through IDEA Flowthru Funds. To view more information, [click here](#).

Board Members Approve PEC Speech Services

Board members approved the Program for Exceptional Child (PEC) Department to enter into service contracts as needed for Speech Services. To meet the needs of our special education student population, as dictated by IEPs, the PEC Department will utilize contract company services. With the continued effort to recruit throughout the year, the District has been unsuccessful in filling all vacancies for employees. The use of contract companies broadens the pool of potential service providers. This will cost \$990,000 and paid from General funds. To view more information, [click here](#).

Board Members Approve Support Contracts for PEC Therapists and Interpreters

Board members approved the Program for Exceptional Child (PEC) Department to enter into service contracts as needed for Therapists and Interpreters. To meet the needs of BCSD's special education student population, as dictated by IEPs, the PEC Department will utilize contract company services. Occupational Therapy (OT), Physical Therapy (PT), Interpreters, and other therapists may be needed to serve student IEPs. Several companies may be used to provide these supports for special education students in Bibb County during the 2024-2025 school year. This will cost \$300,000 and paid from General funds. To view more information, [click here](#).

Truist Bank to Provide District's Banking Services

Board members authorized the renewal of the District's banking services contract with Truist Bank for FY 2025. This will be the third renewal option of a four-year renewal contract. To view more information, [click here](#).

Munis and ExecuTime Contract Renewed

Board members authorized a purchase order for \$674,272.86 to Tyler Technologies for the renewal of contracted services of the Munis financial applications for FY 2025. Approved in 2014, the District's financial software with Tyler Technologies' Munis Enterprise Resource Platform (ERP) system includes Financial, Payroll, Accounts Payable, Inventory, Fixed Assets, Student Activities, Procurement, Human Resources, Time and Attendance, Project and Grant Accounting, Fleet Management, Employee Self Service, and Treasury Management modules. This will be paid from 2021 ESPLOST, or Education Special Purpose Local Option Sales Tax, funds. To view more information, [click here](#).

Board Members Approve Atrium Health Navicent Agreement for School Nurses

Board members authorized the District to continue its agreement with Atrium Health Navicent for the 2024-2025 school year at a cost of \$1,644,690, which will be paid from General funds. The District has partnered since 1994 with the then-Medical Center of Central Georgia, now known as Atrium Health Navicent, to provide nursing services in student health clinics in BCSD schools. The District reimburses Atrium Health Navicent for salaries, benefits, and leave accrual. To view more information, [click here](#).

District to Renew GSBA Risk Management Fund Business Insurance Contract

Board members approved a contract to renew the Property, Auto Liability, General Liability, School Leaders Liability, and Cyber Liability Insurance policies with the GSBA Risk Management Fund. This will be for the period 7-1-2024 to 7-1-2025 in the amount of \$1,417,919. To view more information, [click here](#).

Board Members Approve School Nutrition Procurement Plan and Procedures

Board members approved the FY 2025 School Nutrition Procurement Plan and Procedures. In conjunction with USDA regulations, the USDA has mandated that all school nutrition departments implement a procurement plan based on local policies and procedures. In October 2020, the Bibb County Board of Education approved and adopted the School Nutrition Procurement Plan. This plan does not replace any current Bibb County School District procurement manuals. Nevertheless, when dealing with school nutrition procurement, the Executive Director of Procurement and the Executive Director of School Nutrition will ensure all policies and procedures are followed and executed. The USDA requires that all School Nutrition Procurement Plan and Procedures be reviewed annually and revised and updated as needed. To view more information, [click here](#).

Board Members Approve Paper and Chemical Renewals for School Nutrition Department

Board members approved awards to vendors for paper and chemical items on an as needed basis in the amount not to exceed \$1,506,490.45 for FY 2025. These funds will come from the School Nutrition Budget. Vendors approved include ACC, Interboro, Plastic Connections, Southeastern Paper Group, and Sutherlands. To view more information, [click here](#).

Food Bid Renewals Approved

Board members approved the School Nutrition Department to issue purchase orders to vendors ACC Distributors, Sutherlands Foodservice, and Williams Institutional Foods on an as-needed basis, not exceeding the total amount of \$6,635,490.82 to provide food items for all schools and the Central Kitchen. The funds will be paid out of the School Nutrition Budget. To view more information, [click here](#).

Board Members Approve USDA Commodity Processing Piggyback Contract

Board members authorized purchases from various USDA Processing Vendors under the Piggyback Clause in the Carrollton City Commodity Processing Procurement Plan/Bid in an aggregate amount not to exceed \$3,500,000 for FY 2025. The funds will be paid out of the School Nutrition Budget. The Procurement Department and School Nutrition Department at Bibb County School District is one of 51 districts included in the Carrollton City School Nutrition Commodity Processing Bid. School Nutrition receives commodity products from USDA and diverts them to multiple processing vendors to produce end products used on menus, in recipes, and as single-serve items for student meal services. To view more information, [click here](#).

Custodial Supplies Contract Approved

Board members approved purchase orders to Imperial Bag and Paper Co. LLC and DBA: Copaco of Columbus, Georgia for all custodial supplies needed during FY 2025. This will be the second year option of a 3-year contract. This will cost \$332,137.65 and be paid for from General funds. To view more information, [click here](#).

Board Members Approve Contract for District Copiers

Board members approved a multi-functional copier contract with Superior Document Solutions. This will be a new one-year contract with the option of three renewals. There are 167 copiers under

the current contract. This will cost \$239,388 and be paid from General funds. To view more information, [click here](#).

Board Approves Purchase of Thompson Stadium Furniture

Board members approved the issuance of a purchase order to Advent Business Interiors Inc. in the amount of \$175,437.30 to provide furniture and installation for Thompson Stadium. This project will be paid for with 2021 ESPLOST funds, utilizing state contracts. ESPLOST is the Education Special Purpose Local Option Sales Tax, a one percent sales tax approved by voters. To view more information, [click here](#).

District to Purchase 12 New School Buses

Board members approved the purchase of 12 new school buses from Yancey Bus Sales for \$1,701,900. The purchase would include ten 72-passenger school buses and two 14-passenger school buses. \$1,581,900 of this purchase will come from the 2021 ESPLOST, Education Special Purpose Local Option Sales Tax, and \$120,000 will come from the Georgia Department of Education (GaDOE). The GaDOE has allocated a total of \$120,000 to the Bibb County School District for the purchase of 10 propane-fueled school buses. To view more information, [click here](#).

Board Reviews Policies

Board members reviewed various policies for first or second reading. Policies must be read twice before they may be voted on for final action. To review the policies, [click here](#).

- Policy JCDA, Student Tobacco Use (ACTION - Second Reading)
- Policy KBB, School-Sponsored Information Media (ACTION - Second Reading)
- Policy MDA, Shared Services/RESAs (ACTION - First Reading)
- Policy GBRE, Professional Personnel Extra Day (ACTION - First Reading)
- Policy BE, School Board Records (INFORMATION - First Reading)
- Policy GARH-R(1) Employee Leaves & Absences - Employee Personal Leave on Designated Critical Days (INFORMATION - First Reading)

Stakeholders are encouraged to review policies posted after first reading and make public comment via Simbli before the proposed policies are brought back before the Board for action the following month. Simbli may be accessed through the District's website, www.bcsdk12.net, under "About Us" and "Simbli." On [Simbli](#), "Pending Policies" will appear on the right side of the screen.

Information

Understanding the Impact of Professional Learning

Melanique Floyd, Director of Professional Learning, presented to the Board members about the impact of the Professional Learning Team. This presentation detailed how the Professional Learning Department works with and supports all other departments in the District. To view the presentation, [click here](#).

Superintendent's Highlights

Each month, we present highlights happening within our schools and district. Here are just a few of the recent highlights from the end of the school year and beginning of the summer.

- **BRUCE EAGLES TAKE FLIGHT TO DC:** Bruce Elementary School Eagles visited Washington, DC! Thank you to the 100 Black Men of Macon-Middle Georgia who helped support the trip, including coordinating flights for students hosted by Middle Georgia Regional Airport and Contour Airlines. Students explored numerous museums, historic monuments, the White House, and more.
- **4ME FUTURE READY:** The 4ME Framework of Matched and Enrolled, Motivated to Enlist, Molded for Entrepreneurship, and Meaningfully Employed is captured in this selection of snapshots, highlighting our CTAE Students of the Year, Bibb's Inaugural Joint Military Signing Day, the presentation of CNA pins to students who successfully earned their certified nurse aide, the 2nd Annual "BIBBSY" awards for athletics, and the Project SEARCH Class of 2024 in partnership with Middle Georgia State University!
- **SALUTING CLASS OF 2024 VALS & SALS:** Congratulations to the Class of 2024! Dr. Sims was honored to have lunch with this year's Valedictorians and Salutatorians during graduation week. They shared their aspirations, and district leaders shared their own advice for students as they prepare to embark on the next phase of their academic journey. Following graduation, valedictorians were invited to attend the 2024 Governor's Valedictorian Reception in Atlanta. Northeast High Valedictorian Jayme Heath and Rutland High Valedictorian Imanol Pizana-Hernandez, who will both be attending Georgia Tech, had the chance to meet Georgia Tech President Angel Cabrera during the luncheon.
- **FIRE SCIENCE PATHWAY GRADUATES:** Congratulations to Bibb's first students to graduate from the Bibb CTAE Fire Science Pathway! The fire science pathway allows students to take all the general training courses they will need to pursue a firefighting career during their school day through courses with W.S. Hutchings College & Career Academy. Upon successful pathway graduation, students will be prepared to be "Meaningfully Employed" by a local fire department, requiring only department-specific orientation after being hired. Congratulations to graduates Bryant Anton Dean Jr. of Southwest High School; Branden Thomas Andrakin of Rutland High School; and Katlyn Elizabeth Garcia of Rutland High School.
- **SUMMER RENOVATIONS & CONSTRUCTION:** What a difference a few days can make! Crews began tearing down the old Springdale Elementary School almost immediately after the last day of school. Thank you again to Bibb County voters for approving the ESPLOST, our Education Special Purpose Local Option Sales Tax, that is making the new school building possible for future generations of students and staff. The new school will be open for the 2024-25 school year. Other projects taking place this summer include major renovations of the Howard and Rutland Middle and High complexes, and paving for updated parking at several schools. Sonny Carter Elementary School's parking lot is being revamped after a previous sale of land to expand the neighboring Chick-fil-A on Zebulon Road.
- **STUDENTS TRAVEL TO IRELAND WITH CGTC:** Irish language classes, drying out in the bog, team building, kayaking and more are just a few highlights as Bibb County high school students participated in Central Georgia Technical College dual enrollment study abroad in Ireland this month! Students returned from Ireland earlier this week, inspired by adventure and culture!
- **SPRINGDALE ATTENDS NATIONAL BETA:** I am super proud of Springdale Elementary students who earned a chance to compete nationally at the National BETA Conference in Savannah!

Erik Wang placed sixth nationally for math and Audrey Schanck placed eighth in black and white photography! A big thank you goes to Tyler Lewis, Springdale's BETA Club sponsor, and the school's BETA parents!

- LEADERSHIP SYMPOSIUM 2024: BCSD leaders took part this month in a Leadership Symposium to prepare for next school year. All of our principals, assistant principals and directors, and some of our academic coaches, were invited to take part in workshops focused on school improvement and helping students and teachers to be successful. We are truly diving in and getting ready for next year – Together 4 School Improvement and our students!
- LEADER PRESENTED WITH GOLDEN KEY: Dr. Cassandra Washington, Executive Director of Bibb CTAE & CEO of W. S. Hutchings College and Career Academy, and Georgia Association for Career and Technical Education President, was presented with the Golden Key Award during the annual GACTE Conference this month. Dr. Barbara Wall, Deputy Superintendent of Georgia CTAE, presented the award, which honors educators, business and industry professionals, and other stakeholders who demonstrate one of the 4 CTAE values: Innovative, Student Centered, Employer Driven, and Career Focused.
- WAY TO GO, COACH!: Congratulations Howard High School Athletic Director Latavia Coleman for being recognized by the National Interscholastic Athletic Administrators Association as a Certified Athletic Administrator! The voluntary certification process includes a thorough evaluation of the candidate's educational background, experience, and professional contributions, as well as a rigorous, comprehensive written examination.
- SUMMER READING CHALLENGE: To our students, make sure to sign up for the Middle Georgia Regional Library Summer Reading Challenge! Now through September 2nd, students in grades K-12 who read at least 5 books during the summer can receive a free youth ticket to a 2024-25 Atlanta Hawks regular season game. If you can't make it to your library this summer, the library can come to you! The Middle Georgia Regional Library Without Walls (WoW!) will visit apartment complexes and recreation centers in Macon to bring students books, games, prizes, and other library services. Students can use their lunch number as a library card to check out books. Visit bibblib.org/summer for times and locations, and to learn more about the summer reading challenges.
- ON THE HORIZON: TEACHER OF THE YEAR: We are already busy preparing for the next school year, which will kick off with Convocation and the announcement of the 2025 Bibb County Teacher of the Year! Congratulations to the top five finalists who were surprised at the end of the school year: Toni Siebenmorgan, Vineville Academy of the Arts; Sarah Mallett, Howard Middle School; Rennata Wilson, Northwoods Academy; Kimberly Pope, Sonny Carter Elementary School; and Jennifer Tillery, Central High School. And congratulations to Counselor of the Year: Sharnell Harris from Bruce Elementary School; Media Specialist of the Year: Kathleen Gettmann from Skyview Elementary; and Social Worker of the Year: Crystal Wright for the Central Zone and Specialty Schools! Convocation will be Tuesday, July 30, at the Macon Coliseum.

Highlights

Community Schools and Family Engagement Conference Youth Leadership Award

The United Way recently gave out two national Youth Leadership Awards at its Community Schools and Family Engagement Conference in Atlanta. Naiem Moore, a rising junior at Central High School, was the recipient of one of these awards. Despite experiencing numerous hurdles to

his success, he attends school daily and keeps his grades up while also serving his community as part of the Pleasant Hill Home Team, an outreach program to senior citizens. At school, he also plays football and runs track.

Meet the Leaders

Congratulations and welcome Beverly Bagley, new Ballard-Hudson Middle School Assistant Principal! Thank you for being #Built4Bibb!

Visit www.facebook.com/bibbschools for photos of highlights and recognitions.

Pledge of Allegiance

The Pledge of Allegiance was led by Charlotte Grace Morris-Bassett, a rising first grade student at Heritage Elementary School.

Board Members

The following Board Members were present at this meeting:

Mr. James M. Freeman, District 6 - President

Dr. Sundra M. Woodford, District 5 - Vice President

Mr. Daryl J. Morton, At-Large, Post 7 - Treasurer

Mrs. Myrtice C. Johnson, District 1

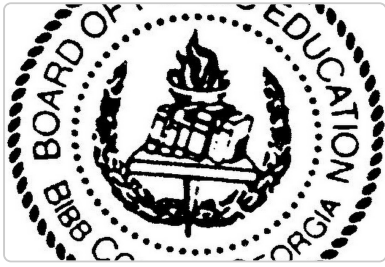
Dr. Thelma D. Dillard, District 2 (*In attendance virtually by Teams*)

Mrs. Kristin C. Hanlon, District 3

Dr. Juawn A. Jackson, District 4

Dr. Lisa W. Garrett-Boyd, At-Large, Post 8

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Bibb County School District

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